



Ron Griffin
Director

Mission Statement

The Preschool Services Department provides a foundation for success for children by giving them the highest quality child development and family support services.



GOALS

**ACHIEVE SCHOOL
READINESS OF
ENROLLED CHILDREN**

**INCREASE PARENT
AND COMMUNITY
SATISFACTION RATE**

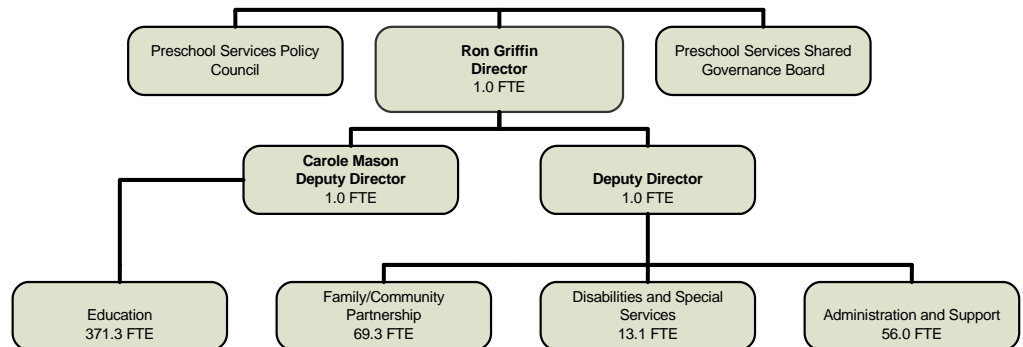
**IMPROVE STAFF
QUALIFICATIONS AND
DEVELOPMENT**



*Preparing Today's
Children For Tomorrow's
World*

PRESCHOOL SERVICES

ORGANIZATIONAL CHART



DESCRIPTION OF MAJOR SERVICES

The Preschool Services Department (PSD) administers the Federal Head Start program, the California Department of Education's State Preschool, General Child Care and Pre-Kindergarten programs, as well as the Child and Adult Care Food Program for the County of San Bernardino. PSD serves over 5,000 children and their families annually at 40 locations countywide. The program is fully funded from federal and state sources with no local cost.

PSD primarily serves low income and disadvantaged families with children ages 3 to 5. Our target population also includes children in foster care, those who are homeless and children with special needs and/or disabilities.

PSD is comprised of the following groups: Education Services, Family and Community Partnership, Disabilities and Administration and Support Services.

- The Children's Services Group is responsible for ensuring children are ready to succeed in school and for the overall operations of 40 Head Start/State Preschool Centers.
- The Family and Community Partnership Group offers a variety of services to families including outreach, linkages to community resources, health, mental health, nutrition, apprenticeship/job training, as well as parenting, literacy and English as a Second Language (ESL) classes.
- The Administration and Support Services Groups are responsible for Staff Development, Training and Technical Assistance and Program Compliance. The Disabilities Group is responsible for providing services to over 410 children with disabilities each year.

2008-09 SUMMARY OF BUDGET UNITS

	Appropriation	Revenue	Fund Balance	Staffing
<u>Special Revenue Fund</u>				
Preschool Services	40,196,673	40,032,157	164,516	512.7

GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

GOAL 1: ACHIEVE SCHOOL READINESS OF ENROLLED CHILDREN TO ENSURE THEY ARE MAKING PROGRESS TOWARD POSITIVE OUTCOMES AS REQUIRED BY THE DESIRED RESULTS DEVELOPMENTAL PROFILE-REVISED PROGRAM (DRDP-R), WHICH WILL IMPROVE THE QUALITY OF LIFE FOR COUNTY CHILDREN AND THEIR FAMILIES INVOLVED IN THIS PROGRAM.

Objective A: Children will be assessed three times per year in accordance with federal and state regulations.

Objective B: Teachers will share child assessment information with parents and use this input to prepare home and classroom activities responsive to children's individual needs.

Objective C: Management will analyze child outcomes information to develop staff training and plans to ensure our children are successful.

MEASUREMENT	2006-07 Actual	2007-08 Actual	2008-09 Target	2008-09 Estimate	2009-10 Target
1A. Percentage of children showing positive outcomes on DRDP-R.	87%	99%	85%	99%	99%

Status

PSD will continue to use the DRDP-R for measuring child outcomes to comply with the State Department of Education and to meet federal mandates for measuring child outcomes. The results are expected to differ from year to year because a different group of children are tested each year and the children are at different levels of development. Ensuring children are ready for school is one of the highest priorities of this department. During their school years and beyond, children who attend quality preschool are less likely to be placed in special education or held back a grade. They also perform better on standardized math and reading tests, are more likely to graduate from high school, earn more money and continue to higher education.

In order to determine our success regarding school readiness, the department measures the areas where children excel and where the department's approach can be modified to increase their chances of success. Additionally, both federal and state funding sources require tracking and analysis of outcomes to justify continued funding.

Children's first assessment using the DRDP-R was in October 2007, the second assessment was in February 2008 and the third and final assessment was in May 2008. Management analyzed the three assessments, using the initial assessment as the base and the results were used to determine training needs for teaching staff. In 2007-08, cluster trainings were arranged for teaching staff in the areas that showed the least improvement by the children tested. Areas tested and needing improvement were: Phonological Awareness, Measurement, Concept of Print, Patterning and Conflict Negotiation. Teaching staff received training in the areas identified as needing improvement, including developing and incorporating related activities into the daily lesson plans.

2007-08 ACCOMPLISHMENTS

- ❖ Maintained over 90% customer satisfaction rating
- ❖ Received a National Association of Counties Achievement award for the "Pathways to Success" Apprenticeship Training Program for low-income families
- ❖ Served over 430 children with special needs and/or disabilities
- ❖ Successfully completed the tri-annual Federal Office of Head Start Monitoring Review with no findings
- ❖ Installed Internet access and upgraded computers for all 40 PSD sites



Family Literacy Programs



Early Childhood Workforce Development Project



Readiness For Future Learning

GOAL 2: INCREASE PARENT AND COMMUNITY SATISFACTION RATE TO ENHANCE THE WELL BEING OF COUNTY FAMILIES INVOLVED IN THIS PROGRAM.

Objective A: The State Desired Parent Survey will be distributed to all families and results analyzed annually to determine parent satisfaction with identified areas of the program.

Objective B: The survey information will also be analyzed to assist PSD to respond to the needs of parents.

MEASUREMENT	2006-07 Actual	2007-08 Actual	2008-09 Target	2008-09 Estimate	2009-10 Target
2A. Percentage of responding parents satisfied with the overall quality of the program.	96%	92%	92%	93%	94%
2B. Increase the percentage of parents who responded positively that the program has made it easier to meet job and/or training needs.	N/A	N/A	5%	5%	7%

Status

Each year PSD must recruit and retain over 4,500 families to maintain its funding. For this reason, maintaining customer satisfaction is absolutely crucial to continuing these vital services to children and families in San Bernardino County.

PSD programs are based on family choice. This means that disadvantaged families can choose not to enroll their children in preschool or choose a program that does not offer the comprehensive family support services PSD offers. However, since research indicates that disadvantaged children who attend quality preschool programs are less likely to drop out of school, become welfare recipients or become involved in crime, we believe our program is advantageous to both our families and the community.

The state's Desired Results Parent Survey is mandated annually by the California Department of Education and is an effective tool for measuring whether parents' needs and expectations are being met in regards to school readiness and family support services. The Desired Results Parent Survey was distributed to all parents in the program in November 2007. The results were tabulated and analyzed in February 2008. Based on these results, 92% of the parents responding indicated that they were satisfied with the overall quality of the program, their children were safe and content in the program, and they were kept well informed of their children's development.

GOAL 3: IMPROVE STAFF QUALIFICATIONS AND DEVELOPMENT TO MEET THE HEAD START ACT REQUIREMENTS.

Objective A: Attract and retain qualified teaching staff.

MEASUREMENT	2006-07 Actual	2007-08 Actual	2008-09 Target	2008-09 Estimate	2009-10 Target
3A. Reduce the percentage of teaching staff turnover in order to maintain program quality and compliance.	N/A	N/A	3.5%	3.5%	5%
3B. Increase the percentage of teaching staff that have a Baccalaureate degree.	N/A	N/A	4.5%	4.5%	6%

Status

This is a new goal and objective related to the Head Start Act that, effective September 30, 2013, requires fifty-percent of teachers to possess a baccalaureate (BA/BS) degree in Early Childhood Education or a related field. PSD's plan is to retain teaching staff by providing incentives such as reimbursement for tuition, related fees, and books. A supplemental training grant was received in 2008-09 to assist in funding these incentives and enable current teaching staff to obtain associated arts (AA) or baccalaureate (BA/BS) degrees. The department will allocate funding in future budgets as well as actively seeking grants to offset these incentive costs.

The department is removing Goal 3 (Maintain Enrollment Levels Necessary To Meet Federal And State Requirements) in the 2008-09 Business Plan due to federal and state mandates that have been consistently met as a result of effective department recruitment that ensures 100% enrollment.

2009-10 REQUESTS FOR ADDITIONAL GENERAL FUND FINANCING

The department is not requesting any additional general fund financing for 2009-10.

2009-10 PROPOSED FEE ADJUSTMENTS

The department is not requesting any proposed fee adjustments for 2009-10.

If there are questions about this business plan, please contact Ron Griffin, Director, at (909) 383-2005.